Take a Step in the RIGHT DIRECTION
Region 3 Cohort Information 2019-2020

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It’s time to take the NEXT STEP in professional development.

Exciting Changes for 2019 - 2020!

Teachers and Leaders have the opportunity to join cohorts and learn from our team of experts and each other! Each cohort:
- is aligned with the Effective Schools Framework.
- offers very targeted support.
- will see measurable results.
  - PreK/Kindergarten Literacy
  - 3rd - 5th Grade and Middle School Literacy
  - 8th Grade History
  - High School US History
  - Middle School Math
  - 5th and Middle School Science
  - New Teacher Academy
  - Teacher Leadership Academy
  - TIL
Join R3 for an in-depth study of time periods and TEKS, lesson planning, and intervention strategies for the 8th grade and U.S. History Classrooms. Through data, ePLCs, and subject area connections, teachers will expand their content knowledge, participate in in-depth lesson planning, develop structured and engaging lessons and activities, and student/subject connection to increase STAAR scores.

- 4 Face-to-Face Professional Learning Opportunities
- 5 Zoom Meetings
- 1 Campus Instructional Coaching Visit
- Unlimited telephone and email technical assistance
- Campus administration may attend at no cost

SEPTEMBER
- Cohort Kick-off
- ePLC #1 (Colonization and American Revolution)
- Zoom Meeting during Conference Period
  - Planning the American Revolution Unit
- ePLC #2 (Constitution)
  - Planning the Constitution Unit

OCTOBER
- ePLC #3 (Early Republic)
- Zoom Meeting during Conference Period
  - Planning the Early Republic
- ePLC #4 (Age Of Jackson)
- Zoom Meeting during Conference Period
  - Planning the Age of Jackson

NOVEMBER
- ePLC #5 (Westward Expansion)
- Zoom during Conference Period
  - Planning Westward Expansion

DECEMBER
- ePLC #6 (Industrialization)
- Zoom Meeting during Conference Period
  - Planning Industrialization

JANUARY
- ePLC #7 (Sectionalism)
- Zoom during Conference Period
- Campus Visit - One on One Coaching
  - Planning Civil War and Reconstruction
  - STAAR Review Timeline planning

ANYTIME DURING THE SCHOOL YEAR
1 - Campus Instructional Coaching Visit
1 - Virtual Coaching Observation and Feedback

Cost: $1200 per teacher

Contact: Anne McCain

Deadline for teachers to join cohorts is August 15!
For details, contact Mitzi McAfee - 361-573-0731 or mmcafee@esc3.net
U.S. History Cohort

Join R3 for an in-depth study of time periods and TEKS, lesson planning, and intervention strategies for the 8th grade and U.S. History Classrooms. Through data, ePLCs, and subject area connections, teachers will expand their content knowledge, participate in in-depth lesson planning, develop structured and engaging lessons and activities, and student/subject connection to increase STAAR scores.

- **September**
  - Cohort Kick-off
  - ePLC #1 (Gilded Age and Reforming America - Progressive Era)
  - Zoom Meeting during Conference Period
    - Planning the Gilded Age and Reforming America - Progressive Era Unit
  - ePLC #2 (Emerging as a Power)
    - Planning the Emerging as a Power Unit

- **October**
  - ePLC #3 (Roaring 20’s)
  - Zoom Meeting during Conference Period
    - Planning the Roaring 20’s Unit
  - ePLC #4 (Great Depression)
  - Zoom Meeting during Conference Period
    - Planning the Great Depression Unit

- **November**
  - ePLC #5 (World War II)
  - Zoom during Conference Period
    - Planning World War II Unit

- **December**
  - ePLC #6 (Cold War)
  - Zoom Meeting during Conference Period
    - Planning the Cold War Unit

- **January**
  - ePLC #7 (Civil Rights Movement)
  - Zoom during Conference Period
    - Planning the Civil Rights Movement Unit
  - Campus Visit - One on One Coaching
    - Planning the Civil Rights Unit
    - EOC Review Timeline planning
  - ePLC #8 (National Directions/History)
  - Zoom Meeting Planning New National Directions/History

- **Anytime during the School Year**
  - 1 - Campus Instructional Coaching Visit
  - 1 - Virtual Coaching Observation and Feedback

**Cost:**
$1200 per teacher

**Contact:** Anne McCain

Deadline for teachers to join cohorts is August 15!
For details, contact Mitzi McAfee - 361-573-0731 or mmcafee@esc3.net
Early childhood teachers will participate in professional development opportunities to build their knowledge of the Pre-K Guidelines and Kindergarten TEKS to effectively create lessons plans and activities to support the learning of your youngest students. Professional development will focus on lesson design, classroom environment, classroom management, student engagement, and progress monitoring.

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<tr>
<td>PLC (Zoom)</td>
<td>Virtual Coaching through Video Lesson on Phonological Awareness and Letter knowledge</td>
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**Cost:** $1500 per teacher

*optional

**Deadline for teachers to join cohorts is August 15!**

For details, contact Mitzi McAfee - 361-573-0731 or mmcafee@esc3.net
The 3rd - 5th Grade Literacy cohort is designed to ensure teachers provide objective driven lessons, classroom routines, and formative assessments that meet the needs of students. Teachers will learn how to effectively manage data necessary for teachers to reflect, adjust and deliver instruction.

☐ 5 Face-to-face Professional Learning Opportunities
☐ 3 virtual coaching and 2 on-site mentoring, planning or coaching visits
☐ 4 Zoom PLC Cohort Meetings
☐ 6 Webinars
☐ Unlimited telephone and email technical assistance
☐ Campus administration may attend at no cost

**AUGUST**
- Welcome Email & COHORT SURVEY
- Submit & Analyze BOY Data

**SEPTEMBER**
- Webinars
  - Habits of the Classroom
  - Review of New ELA TEKS
- PD: Explicit Instruction & Lesson Planning
- Lesson Plan Submission for Feedback*
- PLC (Zoom)

**OCTOBER**
- Webinar: Read Aloud & Vocabulary
- PD: Habits of Discussion & Writing
- On-Site Visits Coaching, Mentoring and/or Planning
- Virtual Coaching through Video Lesson (Habits of Discussion)

**NOVEMBER**
- Webinar: Phonics & Word Study
- PD: Let Students Take the Wheel - Guided & Independent Reading
- Virtual Coaching through Video Lesson (Guided Reading)

**DECEMBER**
- PLC (Zoom)

**FEBRUARY**
- Webinar: Accommodations
- Virtual Coaching through Video Lesson (Comprehension)
- PLC (Zoom)

**MARCH**
- Webinar: STAAR review strategies
- Lesson Plan Submission for Feedback*
- COHORT SURVEY

**APRIL**
- Webinar: STAAR Stress Busters
- PD: The Last Goodbye

**MAY/JUNE**
- Submit & Analyze EOY Data

* optional

**Cost:** $1500 per teacher

**Contact:** Pam Dolezal, Tonia Rozner, Lisa Weinheimer

**Deadline for teachers to join cohorts is August 15!**

For details, contact Mitzi McAfee - 361-573-0731 or mmcafee@esc3.net
The Middle School Literacy cohort is designed to ensure teachers provide objective driven lessons, classroom routines, and formative assessments that meet the needs of students. Teachers will learn how to effectively manage data necessary for teachers to reflect, adjust and deliver instruction.

- 5 Face-to-face Learning Opportunities
- 3 virtual coaching and 2 on-site mentoring, planning or coaching visits
- 4 Zoom PLC Cohort Meetings
- 6 Webinars
- Unlimited telephone and email technical assistance
- Campus administration may attend at no cost

**AUGUST**
- Welcome Email & COHORT SURVEY
- Submit & Analyze BOY Data

**SEPTEMBER**
- Webinars
  - Habits of the Classroom
  - Review of New ELA TEKS
- PD: Explicit Instruction & Lesson Planning
- Lesson Plan Submission for Feedback *
- PLC (Zoom)

**OCTOBER**
- Webinar: Vocabulary & Word Study
- PD: Habits of Discussion & Writing
- On-Site Visits Coaching, Mentoring and/or Planning
- Virtual Coaching through Video Lesson (Word Study/ Vocabulary)

**NOVEMBER**
- Webinar
  - Independent Reading
  - Accountability
- PD: Let Students Take the Wheel - Student directed learning and the power of choice
- Virtual Coaching through Video Lesson (Student Directed Learning)

**DECEMBER**
- PLC (Zoom)

**JANUARY**
- Webinar: Comprehension Strategies

**FEBRUARY**
- Webinar: Accommodations
- Virtual Coaching through Video Lesson (Small Group/ Stations)
- PLC (Zoom)

**MARCH**
- Webinar: STAAR review strategies
- Lesson Plan Submission for Feedback*
- COHORT SURVEY

**APRIL**
- Webinar: STAAR Stress Busters
- PD: The Last Goodbye

**MAY/JUNE**
- Submit &Analyze EOY Data

**Cost:** $1500 per teacher

* optional

**Contact:** Victoria Gonzales, Lisa Weinheimer

Deadline for teachers to join cohorts is August 15!

For details, contact Mitzi McAfee - 361-573-0731 or mmcafee@esc3.net
Middle School Math Professional Learning Cohort

Math Professional Learning Cohort for 6-8 grade teachers in which participants will engage in face-to-face professional development, book study, Zoom learning, and on-site coaching. Net3 Professional Learning Series will be recorded and presented at different times each month.

- 2 Face-to-face Professional Learning Opportunities
- Book Study
- 6 Zoom meetings
- 2 Campus Instructional Coaching Visits
- Unlimited telephone and email technical assistance
- Campus administration may attend at no cost

September
- Cohort Kick-off face to face Professional Learning Opportunity-Proportional Reasoning
- Introduction to book Study “Routines for Reasoning-Fostering Mathematical Practices in All Students”
- Pre-test

October
- Zoom-Effective Teaching Strategies for Middle School Math

November
- Zoom-Creating a Middle School Math Student Resource using a Composition Book
- Campus Coaching Visit-Follow-up form September professional development and Zoom learning opportunities

January
- Zoom-Vocabulary Strategies for Middle School Math

February
- Zoom-STAAR-What Do Middle School Math Teachers Need to Know?

March
- Zoom-STAAR-How to Incorporate Stations and Manipulatives in Middle School Math
- Campus Coaching Visit-Follow-up form professional development and Net 3 learning opportunities

April
- Zoom-STAAR-Foldables/Graphic Organizer Ideas for Effective Review for Middle School Math

May
- Professional Learning Opportunity
- Post-test
- Book Study wrap-up
- Program Evaluation

Cost:
$1200 per teacher

Contact: Pamela Yosko

Deadline for teachers to join cohorts is August 15!
For details, contact Mitzi McAfee - 361-573-0731 or mmcafee@esc3.net
Middle School Science Professional Learning Cohort

Science Professional Learning Cohort for 6-8 grade teachers in which participants will engage in face-to-face professional development, book study, Zoom learning and on-site coaching. Zoom Professional Learning Series will be recorded and presented at different times each month.

- 2 face-to-face Professional Learning Opportunities
- 6 Zoom Meetings
- 2 Campus Instructional Coaching Visits
- Unlimited telephone and email technical assistance
- Campus Administration may attend at no cost

September
- Cohort Kick-off face to face Professional Development-Matter and Energy
- Introduction to book Study “Science Formative Assessment--75 Practical Strategies for Linking Assessments, Instruction and Learning”
- Pre-test

October
- Zoom Meeting-Effective Teaching Strategies for Middle School Science

November
- Zoom Meeting-Creating a Middle School Science Student resource Interactive Journal
- Campus Coaching Visit-Follow-up from September professional development and Zoom learning opportunities

January
- Zoom Meeting-Vocabulary Strategies for Middle School Science

February
- Zoom Meeting-STAAR-What Do Middle School Science Teachers Need to Know?

March
- Zoom Meeting-STAAR-How to Incorporate Claims, Evidence and Reasoning in Middle School Science
- Campus Coaching Visit-Follow-up from professional development and Zoom learning opportunities

April
- Zoom Meeting-STAAR-Foldables/Games/Graphic Organizer ideas for Effective Review for Middle School Science

May
- Professional Development
- Post-test
- Book Study wrap-up
- Program Evaluation

Cost:
$1,200 per teacher

Deadline for teachers to join cohorts is August 15!
For details, contact Mitzi McAfee - 361-573-0731 or mmcafee@esc3.net
5th Grade Science Professional Learning Cohort

Science Professional Learning Cohort for 5th grade teachers in which participants will engage in face-to-face professional development, book study, Zoom learning and on-site coaching. Zoom Professional Learning Series will be recorded and presented at different times each month.

☐ 2 face-to-face Professional Learning Opportunities
☐ 6 Zoom Meetings
☐ 2 Campus Instructional Coaching Visits
☐ Unlimited telephone and email technical assistance
☐ Campus Administration may attend at no cost

**September**
- Cohort Kick-off face to face Professional Development at R3-Matter and Energy
- Introduction to book Study “Picture-Perfect STEM Lessons, 3-5, Using Children’s Books to Inspire STEM Learning”
- Pre-test

**October**
- Zoom Meeting-Effective Teaching Strategies for 5th Grade Science Interactive Journal
- Campus coaching Visit - follow-up from September professional development and Zoom learning opportunities

**November**
- Zoom Meeting-Creating a 5th Grade Science Student resource Interactive Journal

**January**
- Zoom Meeting-Vocabulary Strategies for 5th Grade Science

**February**
- Zoom Meeting-STAAR-What Do 5th Grade Science Teachers Need to Know?

**March**
- Zoom Meeting-STAAR-How to Incorporate Claims, Evidence and Reasoning in the 5th Grade Science Classroom
- Campus Coaching Visit-Follow-up from professional development and Zoom learning opportunities

**April**
- Zoom Meeting-STAAR-Foldables/Games/Graphic Organizer ideas for Effective Review for 5th Grade Science

**May**
- Professional Development
- Post-test
- Book Study wrap-up
- Program Evaluation

**Cost:**
$1,200 per teacher

Contact: Laura Deiss

Deadline for teachers to join cohorts is August 15!

For details, contact Mitzi McAfee - 361-573-0731 or mmcafee@esc3.net
**New Teacher Academy**

**On-site Mentoring for New Teachers**

**and Their In-District Mentors**

**A Guide to a Successful First Year!**

Throw out a lifeline to your first-year teachers and your new-to-content teachers! Ensure their chances at success and growth by providing a risk-free environment of on-going support. Teachers will work from the very beginning of the school year with a team of R3 specialists who will develop and provide a combination of professional development, follow-up mentoring and on-campus support.

- 6 Face-to-face Professional Learning Opportunities
- 6 Follow-up Opportunities after Professional Development
- 4 Campus Instructional Coaching visits
- Unlimited telephone and email technical assistance

**Membership in the New Teacher Academy includes the following:**

**6 On-Site Professional Development Sessions:**

Starting with pre-teaching/summer, R3 will offer trainings once each six weeks developed specifically for the first-year teacher

- **Session 1** Pre-teaching - Early September
  - The Effective Teacher
  - Classroom Management: Learning Environment
  - Practices, Routines, Procedures and Relationships

- **Session 2** Pre-teaching – Early September
  - Classroom Management: Behavior
  - Effective Discipline
  - Objective-Driven Lesson Plans

- **Session 3** September - October
  - A Deeper Dig into Objective-Driven Lesson Plans

- **Session 4** October – End of First Semester
  - Data-Driven Instruction
  - Response to Intervention (RtI)

- **Session 5** Early in Second Semester
  - Instructional Strategies
  - Student Engagement
  - STAAR Testing

- **Session 6** End of Second Semester
  - Reflection and Evaluation
  - Graduation Celebration
  - Summer PD
  - Upcoming School Year

**Members of the New Teacher Academy also receive:**

- 6 Follow-Up Opportunities:
  - Webinars with reflections
  - R3 specialists will follow-up with teachers after each professional development session

- 4 On-Site Coaching Visits:
  - R3 specialists will visit teachers’ classrooms for coaching and mentoring
  - 3 first semester, 1 second semester

- Collaborative meeting:
  - Semester check-in with administration (one each semester)

- Campus-Based Mentors Included:
  - In-district mentors may attend all on-site professional development sessions at no additional cost

**Cost:**

$1500 per teacher

R3 will form local cohorts of new teachers with neighboring districts to provide collaborative learning opportunities. If local cohorts are not feasible, trainings may occur on-site or at R3.

**Contact: Kristi Greaves**

**Deadline for teachers to join cohorts is August 15!**

For details, contact Mitzi McAfee - 361-573-0731 or mmcafee@esc3.net
**Teacher Leadership Academy**

ESC 3’s Teacher Leader Academy is a comprehensive professional development program based upon the National Standards of Teacher Leaders Model to develop teacher leaders who work in conjunction with administrative leadership to support effective teaching and promote student learning.

- District Leadership overview meeting
- 6 Professional Learning Opportunities
- Book Study - Awakening the Sleeping Giant.
- Continuous opportunities for collaboration and reflection
- Risk Taking Opportunity
- Unlimited technical support via email or phone
- Campus Administration may attend at no cost

Six TLA Modules Include:

**MODULE 1: The Why and What of Teacher Leadership**
*September*

This module will focus on the rationale for promoting teacher leadership which rests on a foundation of four perspectives: organizational capacity, modeling democratic communities, empowering teachers and enhancing teacher professionalism. During this session, we will also share Risk-Taking Opportunities (RTO), a year-long assignment with approval from administration.

**MODULE 2: Developing Teacher Leaders and Understanding Self and Others**
*October/November*

In this module, participants learn about what teacher leaders need to know about effective professional development for themselves. To prepare teachers for leadership roles, this module will provide an overview of leadership development and how it can enhance campus climate as well as student performance from the perspective of a teacher leader beyond competency in teaching skills.

**MODULE 3: The Dimensions of Culture and Context; Communication and Coaching**
*January*

In Katzenmeyer and Moller’s teacher leadership model, the “Where am I?” places the emphasis on the context in which teachers attempt to exercise their leadership. In this module, we delve into the importance of school culture and the impact of context on the work of teacher leaders in improving schools and outcomes for their students.

**MODULE 4: Influencing Others Through Teacher Leadership Through a Growth Mindset**
*February*

Teacher leaders are able to influence situations in their schools through modeling of their own effective practice, their collaboration with others, and their involvement in decision making and problem solving. This module will help teacher leaders explore with learning influencing strategies (listening, group skills, and negotiating skills) and consider the question, “How do I lead?” Teacher leaders will get a glimpse into the growth mindset as it relates to teacher leadership.

**MODULE 5: Emerging Teacher Leadership and its Challenges and The Future of Teacher Leadership**
*March/April*

We will discuss how the teacher leader role may be informal or formal and may last only a short time or be a long-term commitment. Teacher leaders in this module will focus on how teacher leaders can learn competency and advocacy skills in order to take initiatives that may result in a powerful future for teacher leadership and increased student outcomes.

**MODULE 6: Risk-Taking Opportunity Share Fair and The Dimensions of Culture, Context and Their Impact on Teacher Leadership**
*May*

Participants will share their Risk-Taking Opportunity with the cohort. In addition, teacher leaders will revisit the definition of teacher leader as a closing activity and look to the future of teacher leadership at their district, campus and globally.

**Cost:**
$1000 per campus leader

**Year Two Now Available!**
- $800/teacher leader
- Must have completed year one to join
- Contact Mary Lea Pfenninger or Beverly Mikulenka for details

**Contact:** Mary Lea Pfenninger, Beverly Mikulenka
R3 Coaches will work with campus leaders individually to fashion an action plan for professional and organizational growth aligned to the Effective Schools Framework and T-PESS. R3 Coaches will provide multifaceted support by collaboratively identifying key action steps and skills to support leadership development. Leaders will also participate in a Professional Learning Community of leaders to share ideas, challenges, solutions and deepen knowledge. Through participation, the Leader will develop a portfolio of various artifacts reflective of their efforts and growth.

### Services Provided to Participating Districts/Campuses:

- 6 On-site campus coaching visits
- 6 Off-site PLC meeting
- 3 Follow-up Opportunities
- 5 Principal PLC Meetings at Region 3
- Unlimited technical support via email or phone

### Professional Learning Community Meeting #1:

**September-2 hours**

The first PLC meeting will focus on building relationships to support and foster collaboration. The group will discuss the initial principal self-assessment, format and purpose of the faculty survey, and campus data. The self-assessment and campus survey will focus on the prioritized levers of the ESF:

#### Campus Visit #1

**Late August/Early September-2 hours**

Campus walk-through and review of the ESF, discuss surveys, and most recent campus data. Coaches will work with the participant to identify action steps and goals for the year. The participant will send their draft action steps and goals to the coach prior to the next scheduled visit.

#### Campus Visit #2

**October/November -1-2 hours**

Coaches and participants will discuss action steps and goals to envision the impact of improvement efforts aligned to the ESF. They will collaboratively establish timelines, benchmarks and metrics to monitor progress. They will also identify professional development opportunities, professional readings, and networking opportunities to support plan implementation.

**Follow up Call #1**

**December-20 Minutes**

Coaching conversation to discuss progress. The coach will work with the participant to determine specific supports they may need, and provide guidance on solutions and resources.

### Professional Learning Community Meeting #2

**January- 2 hours**

A facilitated group discussion focused on current issues, common challenges, mind sets, and progress thus far in the program. Planning for mid-point assessment to measure progress toward accomplishing goals in the action plan.

#### Campus Visit #3

**January- 1-2 hours**

Coaching conversation to discuss progress. Campus “Walk Around” with the Principal. Observe the participant with students, staff, and teachers. Mid-point progress check on actions and goal attainment through collaborative analysis of artifacts and metrics. Identify mid-course changes if necessary.

#### Follow up Call #2

**February- 20-30 minutes**

Coaching conversation to discuss progress. The coach will work with the participant to determine specific supports they may need, and provide guidance on solutions and resources.

### Campus Visit #4

**March- 1-2 hours**

Coaching conversation to discuss progress and STAAR/EOC preparation. The coach will work with the participant to determine specific supports they may need, and provide guidance on solutions and resources.

#### Follow up Call #3

**April- 15-20 minutes**

Coaching conversation to discuss progress. The coach will work with the participant to determine specific supports they may need, and provide guidance on solutions and resources.

### Professional Learning Community Meeting #3

**May- 1.5-2 hours**

A facilitated group discussion focused on current issues, common challenges, mind sets, and progress thus far in the program.

#### Campus Visit #5

**May- 1-2 hours**

Coaching conversation to discuss progress. Visit will be scheduled during a school event to observe the participant in a different situation. Coaching conversation about the event and other topics of interest to the participant. Participant and coach will discuss the end of year self-assessment of goals and return to the coach ASAP. Post-program campus survey.

#### Campus Visit #6

**June- 1-2 hours**

Coaching conversation to discuss the participants final self-assessment, campus survey results, and progress made during the year. Coach and participant will start to identify ESF aligned goals and actions for the next school year.
Texas Instructional Leadership (TIL) Packages

COHORT BENEFITS:

- Effectively Coach your teachers
- Implement systems to improve school culture
- Utilize data to inform instruction
- Become an effective instructional leader

Each package is designed to provide training and support to the campus while coaching the campus leader(s). The administration may include a team of teachers in each professional learning opportunity.

Data Driven Instruction

These packages align with four levers of the Effective Schools Framework.

Prioritized Lever 1

STRONG SCHOOL LEADERSHIP AND PLANNING
Effective campus instructional leaders with clear roles and responsibilities develop, implement, and monitor focused improvement plans that address the causes of low performance.

Prioritized Lever 2

EFFECTIVE, WELL-SUPPORTED TEACHERS
Campus leadership retains effective, well-supported teachers by strategically recruiting, selecting, assigning, and building the capacity of teachers so that all students have access to high-quality educators.

Prioritized Lever 3

POSITIVE SCHOOL CULTURE
Positive school culture requires compelling and aligned vision, mission, goals and values, explicit behavioral expectations and management system, proactive and responsive student support services, and involved families and community.

Prioritized Lever 5

EFFECTIVE INSTRUCTION
All students have rigorous learning experiences because the school ensures objective-driven daily lessons, classroom routines, and formative assessments that yield the data necessary for teachers to reflect, adjust, and deliver instruction that meets the needs of each student.

Cycle One
(Cohort 1 - July/Cohort 2 - January)
- One day of Prof. Development
- Two half-days onsite coaching and implementation support visit

Cycle Two
(Cohort 1 - August/Cohort 2 - February)
- Two day of Prof. Development
- Two half-days onsite coaching and implementation support visit

Cycle Three
(Cohort 1 - October/Cohort 2 - March)
- One day of Prof. Development
- One half-day onsite coaching and implementation support visit

Cycle Four
(Cohort 1 - January/Cohort 2 - May)
- One day of Prof. Development
- One half-day onsite coaching and implementation support visit

Cost: $9000 per campus

Driven by Data 2.0 and Leverage Leadership 2.0 by Paul Bambrick-Santoyo must be purchased by the campus for each participant.

Cycle One Options:
- 5 face-to-face Professional Learning Opportunities
- 6 half-day Onsite Coaching and Implementation Support Visits
- Unlimited telephone and email technical assistance

Data-Driven Instruction is a highly effective, research-based training that guides teachers and administrators to spend less time teaching their students what they already know and more time on what their students need. It also answers the questions, “How do I know if my students are learning? And if they aren’t, what do I do?” Based on the protocol developed by Paul Bambrick-Santoyo and described in his books Driven by Data 2.0 and Leverage Leadership 2.0, TIL DDI advocates for a deeper analysis of student work.

First – teachers develop content knowledge by unpacking standards and analyzing aligned assessment items. Then they look at actual student responses, not just percent mastery, to identify the gap between what students show and what they need to know. Finally they create and practice a targeted reteach plan focused solely on their students’ gaps. Campuses that have engaged in this training have seen huge increases in student mastery.
Action Coaching is intended to provide campus and district leaders opportunities to develop proficiency in establishing and coaching toward effective instructional practices in every classroom. Toward that end, it blends the practices and principles in Paul Bambrick-Santoyo’s Get Better Faster: A 90-Day Plan for Coaching New Teachers with the T-TESS appraisal framework.

It introduces a paradigm shift in the way we view teacher observation, and suggests that the primary purpose of observation and feedback is not to evaluate a teacher but to develop them. In Action Coaching, you grow educators by letting them see it, name it, and do it – see a model of success, name the bite-size steps that lead to growth, and practice actually doing those steps to sharpen skills.

- 4 face-to-face Professional Learning Opportunities
- 6 half-day Onsite Coaching and Implementation Support Visits
- Unlimited telephone and email technical assistance

CyCle One (Cohort 1 - September/Cohort 2 - January)
- Two days of Prof. Development
- Two half-days onsite coaching and implementation support visit

CyCle Two (Cohort 1 - November/Cohort 2 - March)
- One day of Prof. Development
- Two half-days onsite coaching and implementation support visit

CyCle Three (Cohort 1 - February/Cohort 2 - May)
- One day of Prof. Development
- Two half-days onsite coaching and implementation support visit

Cost:
$5500 per campus

Culture is not formed by motivational speeches or statements of values. It is formed by the repeated practice of good habits. Leaders of schools with strong student culture don’t achieve it through sheer force of personality. They develop a vision for each part of the school day, and then bring their vision for excellence to life by building systems that enable teachers, students, and anyone else on their campus to know what they should be doing and when at all parts of the day with a high level of detail. They lead with their consistency and by calmly modeling for staff how to maintain emotional constancy and reset expectations when procedures break down.

TIL Student Culture is based on the work of Paul Bambrick-Santoyo in Leverage Leadership 2.0 and trains leaders to develop their cultural vision and the systems to bring that vision to reality, monitor it throughout the year, and how to intervene when necessary to ensure it stays strong.

- 5 face-to-face Professional Learning Opportunities
- 4 half-day Onsite Coaching and Implementation Support Visits
- Unlimited telephone and email technical assistance

CyCle One (Cohort 1 - September/Cohort 2 - January)
- Three days of Prof. Development
- Two half-days onsite coaching and implementation support visit

CyCle Two (Cohort 1 - November/Cohort 2 - March)
- One day of Prof. Development
- One half-day onsite coaching and implementation support visit

CyCle Three (Cohort 1 - February/Cohort 2 - May)
- One day of Prof. Development
- One half-day onsite coaching and implementation support visit

Cost:
$4800 per campus

Contacts for all packages: Lynn Guerra, Beverly Mikulenka, Cliff Kinder

Get Better Faster and Leverage Leadership 2.0 by Paul Bambrick-Santoyo must be purchased by the campus for each participant.
It's time to take the **NEXT STEP** in professional development.

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